



Reconciliation Action Plan

July 2021 - July 2022



**RECONCILIATION
ACTION PLAN**

REFLECT



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Acknowledgements

Stoddart acknowledges the many Traditional Owners and Custodians of the lands on which we work around Australia and their continuing connection to land, sea and community. We pay our respects to First Australians and to Elders both past and present. In particular, we would like to acknowledge the Traditional Owners and Custodians of the lands on which our sales offices and warehouses are located around Australia:

Karawatha, Brisbane - the Yuggera people
Glendenning, Sydney - the Darug people
South Oakleigh, Melbourne - the Woi Wurrung people
Lonsdale, Adelaide - the Kurna people
Bayswater, Perth - the Wadjuk Noongar people





Our Business

Stoddart was founded in 1959 by Tom Stoddart and his brother Albert in a small workshop in Coorparoo, Queensland, Australia. From these modest beginnings the business has grown to become a market leading broad based manufacturer and distributor of metal products to the commercial building industry.

Stoddart is a major manufacturer and supplier of Food Service Equipment, Kitchen & Architectural metalwork contracting, Plumbing fixtures, Outdoor infrastructure, Street furniture and Contract metal fabrication. Stoddart employs over 453 staff throughout Australia and 2 within New Zealand and is proud to be a 100% Australian owned family company. Stoddart currently employs 1.5% Aboriginal and Torres Strait Islander staff in various roles within the organisation and is continually looking to grow this number.

Stoddart operates out of a 25,000m² state-of-the art office, manufacturing, distribution and warehouse facility in the Brisbane suburb of Karawatha. This facility has been designed as a centre of excellence for manufacturing with linked offices integrating operations, research and development, corporate, sales, logistics, marketing and service functions ensuring communication processes continuously improve quality, efficiency and relevance of products and services. Stoddart operates sales offices and warehouses in Brisbane, Sydney, Melbourne, Perth, Adelaide and Auckland.

Stoddart works with local partners to offer the extensive capacity available through the Karawatha facility, coupled with local presence to complete projects. Stoddart also operates a contract fabrication business manufacturing products and componentry for a wide range of customer specific applications throughout Australia.

Message from the Stoddart Directors

We are pleased to present our 2021-2022 Reflect Reconciliation Action Plan, which formally extends our Social Responsibility activities to include reconciliation initiatives between Aboriginal and Torres Strait Islander peoples and the wider Australian community.

Alongside the RAP we are also excited to execute our Aboriginal and Torres Strait Islander Participation Strategy and our Diversity and Inclusion Policy. The Participation Strategy will outline our goals and objectives with determination.

The RAP reinforces our commitment to diversity within our business, whilst meeting the changing needs and aspirations of our talented workforce.

As a proud family owned and Australian employer, we are proud supporters of Australian manufacturing and labour, we have always encouraged and celebrated diversity. However, we also recognise there is more to be done.

Over the coming years, we intend to use this Reconciliation Action Plan as a framework to better understand the specific challenges faced by the Aboriginal and Torres Strait Islander communities.

We will take a proactive approach towards improving youth education and employment opportunities, whilst continuing to foster a culture of acceptance and a workplace inclusive of all Australians.

Looking forward, we will see a mature and deeper respect for Aboriginal and Torres Strait Islander cultures, enabling opportunities through procurement, job creation, business relationships and awareness of Aboriginal and Torres Strait Islander peoples customs and traditions.

Tim Stoddart - Jeff Mundy - Tony Stoddart

Artwork Summary



Yannima Tommy Watson

1935 - Nov 2017

“My Country”

“My grandfather’s country, grandmother’s country. When they were alive, they would take me around the country, when I was a kid. That’s why we look after country, go out whenever we can. See if the rock holes are good”

Yannima Tommy Watson

Aboriginal Artist
from Western Desert

Keeping Culture Alive

Yannima Tommy Watson is a senior Pitjantjatjarra Elder and Law man. Watson was born at Irrunytj in the remote Central Desert

Watson spent many of his early years as a stockman and handyman, working in a number of stations and outstations in the desert. Watson was one of the founding members of Irrunytju Arts and has sprung to prominence both nationally and internationally. He paints ancient and sacred stories associated with their lands known collectively as Tjukurrpa. His bold artwork is highly sought after.

A finalist of the Telstra Aboriginal and Torres Strait Islander Art Awards in 2002, 2003 & 2008 and held in all major public collections in Australia, plus a permanent presence at the Musee du Quai Branly in Paris.

The Watson Adelaide - Art Series Hotel draws inspiration from Yannima Tommy Watson. Tommy’s originals and prints are spotted throughout the hotel, with large communal spaces enriched by splashes of desert colour.

The original work is part of the art collection of Bill Stoddart and the images shown in this document have been reproduced with permission from the Artist’s Estate.



Stoddart's Reflect Reconciliation Action Plan

This Reflect Reconciliation Action Plan (RAP) has been developed with a commitment by the Directors and Management of Stoddart to advance reconciliation with Aboriginal and Torres Strait Islander peoples and build the fundamentals that are summarised in our Reflect RAP.

Stoddart commenced an 8-member RAP Working Group in November 2020 to develop the RAP and investigate, develop, engage and activate the Board's vision for reconciliation. This group comprising members of our Senior Management Team/Directors and key staff assist in the development and evolution of the RAP as it progresses. Some of the key persons are listed at the bottom of this section as to their relative responsibility to the implementation of the RAP through the Stoddart national business reporting back to the Board on progress.

The RAP reinforces our commitment to diversity within our business, whilst meeting the changing needs and aspirations of our talented workforce.

The Stoddart RAP is built on relationships, respect and opportunities and will develop and grow, promoting required changes and development of economic opportunities for Aboriginal and Torres Strait Islander peoples

To date:

- Stoddart has worked towards furthering employment opportunities for Aboriginal and Torres Strait Islander peoples within our various offices and factory.
- Stoddart has commenced discussions and dialogue with local schools for career prospects for Aboriginal and Torres Strait Islander children.
- Stoddart has engaged supply arrangements with Aboriginal and Torres Strait Islander businesses to complement our supply chains.
- Stoddart has consulted and have put into place training in cultural differences and understanding for staff and management.

The Stoddart Reconciliation Action Plan is the initial step in creating the path to reconciliation.

Those within Stoddart will be responsible for the following:

Human Resources Manager, John Major is the Manager and Champion for the RAP and for educational and employment opportunities

National Marketing Manager, David Richardson will be responsible for the implementation and submission of the RAP

Purchasing and Inventory Manager, Ben Pollard is responsible for all Purchasing and Supply matters

Quality Manager, Louie Acdol will be responsible for reporting to the Board and Management of implementation and progress

Quality/HSE Coordinator, Cathy Khayad is responsible for recording progress and ensuring milestones are met

First Nations Representative, Juan Smith

Those with the responsibilities listed above either sit on the Stoddart Management Team or report to this Team on a monthly basis.

A message from Reconciliation Australia

First Reflect RAP

Reconciliation Australia welcomes Stoddart to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Stoddart joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types— Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Stoddart to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Stoddart, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our partnerships/current activities

Our initial approaches have been to initiate discussions and advice from local Aboriginal and Torres Strait Islander Elders to guide our way through a complex and demanding path to better understand our approach and who we need to initiate discussions and dialogue with to implement this RAP.

To date we have:

Engaged with Aunty Peggy Tidyman to guide us on our reconciliation journey. Her advice has allowed us to contact significantly into Aboriginal and Torres Strait Islander spheres and paths

Approached Linda Harnett at Reconciliation Queensland and had further discussions with Uncle Bill Buchanan at Reconciliation Queensland on our RAP and the overall content

Had discussions with Brenton Wong at Department of Aboriginal and Torres Strait Islander Partnerships on an Aboriginal and Torres Strait Islander Peoples Incorporated Leadership Program

Approached local Technical and Further Education Colleges to discuss work experience for Aboriginal and Torres Strait Islander apprentices to provide work experience at Karawatha functions

Initiated discussions in Upskilling Staff through Crossing Cultures, followed by a planned visit to Yugambeh Museum in Beenleigh

Initiated Aboriginal and Torres Strait Islander Peoples Procurement through Department of Aboriginal and Torres Strait Islander Partnerships

Initiated Aboriginal and Torres Strait Islander Peoples Engagement for local artists to commission an artwork for our Karawatha factory.

Totem to be confirmed (Platypus or Wedgetail Eagle) to incorporate to the artwork.

Aunty Peggy to discuss with Traditional Owners – Aunty Robyn Williams (Mununjari Elder) and Aunty Kerry Charlton (Yuggera Elder) to confirm information before seeking artists to incorporate artwork for Stoddart.

We are exploring the opportunity to provide to the Logan Elders kitchen equipment that will allow for safe food handling and food holding so that the Elders and the Community can have effective HACCP food safety and the ability to handle large volumes of food safely. This was discussed with Aunty Peggy Tidyman and Brenton Wong and we are to attend Cultural meeting with the Logan Elders to discuss and make this available to the community.

We are investigating more socially responsible community assistance to Aboriginal and Torres Strait Islander charities to consolidate our reconciliation position further.



Relationships



Respect



Opportunities



Governance

Relationships



Action	Deliverable	Timeline	Responsibility
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	July 2021	HR Manager National Marketing Manager
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	August 2021	HR Manager
2 Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff. 	May 2022	HR Manager National Marketing Manager Quality/HSE Coordinator
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external National Reconciliation Week event. 	27 May- 3 June 2022	HR Manager
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week 	27 May- 3 June 2022	HR Manager
	<ul style="list-style-type: none"> Arrange an event on the Karawatha facility to celebrate National Reconciliation Week. 	27 May- 3 June, 2022	National Marketing Manager
3 Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	September 2021	HR Manager National Marketing Manager
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	September 2021	HR Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	September 2021	HR Manager
4 Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	October 2021	HR Manager
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	August 2021	HR Manager



Respect



Action	Deliverable	Timeline	Responsibility
5			
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	October 2021	HR Manager National Marketing Manager
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation, including identifying managers to attend Cultural Awareness Learning. 	July 2021	HR Manager
	<ul style="list-style-type: none"> Develop a Cultural Induction Training package for all new employees and run through with all existing employees. 	July 2021	HR Manager
	<ul style="list-style-type: none"> Provide opportunities for all Stoddart employees to participate in a cultural training programme. 	September 2021	HR Manager
6			
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	October 2021	National Marketing Manager Quality/HSE Coordinator
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	December 2021	National Marketing Manager Quality/HSE Coordinator
	<ul style="list-style-type: none"> Invite a Traditional Owner to provide a Welcome to Country 	July 2021	National Marketing Manager Quality/HSE Coordinator
7			
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2021	HR Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2021	HR Manager National Marketing Manager
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2021	HR Manager National Marketing Manager

Opportunities



Action	Deliverable	Timeline	Responsibility
<p>8</p> <p>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and supporting training pathways for professional development.</p>	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander employees within the organisation to 2.5%. 	July 2022	HR Manager
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	April 2022	HR Manager
	<ul style="list-style-type: none"> Develop a business case for Aboriginal & Torres Strait Islander training pathways that Stoddard can support (e.g. apprenticeships, engineering, internships) 	April 2022	HR Manager
	<ul style="list-style-type: none"> Consult with Aboriginal and Torres Strait Islander stakeholders/consultants on the design of our internships program. 	April 2022	HR Manager
	<ul style="list-style-type: none"> Research and Engage with TAFE, University and other educational organisations that we can potentially collaborate with. 	April 2022	HR Manager
<p>9</p> <p>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	April 2022	Purchasing and Inventory Manager
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	April 2022	Purchasing and Inventory Manager
	<ul style="list-style-type: none"> Review procurement policies and procedures to address barriers to developing commercial relationships with Aboriginal and Torres Strait Islander services and suppliers. 	April 2022	Purchasing and Inventory Manager



Governance



Action	Deliverable	Timeline	Responsibility
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none">Maintain a RWG to govern RAP implementation.Maintain a Terms of Reference for the RWG.Maintain Aboriginal and Torres Strait Islander representation on the RWG.	<p>Review November 2021</p> <p>Review November 2021</p> <p>Review December 2021</p>	<p>HR Manager</p> <p>HR Manager</p> <p>HR Manager</p>
11 Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none">Review resource needs for RAP implementation.Continue to engage senior leaders in the delivery of RAP commitments.Define appropriate systems and capability to track, measure and report on RAP commitments	<p>August 2021</p> <p>December 2021</p> <p>July 2021</p>	<p>HR Manager</p> <p>HR Manager</p> <p>Lead: HR Manager</p> <p>Support: RAP Working Group</p>
12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none">Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	<p>30 September 2021</p>	<p>Lead: National Marketing Manager</p> <p>Support: RAP Working Group</p>
13 Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none">Register via Reconciliation Australia's website to begin developing our next RAP.	<p>March 2022</p>	<p>Lead: National Marketing Manager</p> <p>Support: RAP Working Group</p>

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REFLECT

